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J-SCOPE

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4.8 percent raise in January 2000, more to come in July

Everyone wins with pay raise, reform

By Jim Garamone

American Forces Press Service

Everyone wins in the military compensation portion of the fiscal 2000 Defense Authorization Bill, said Navy Capt. Elliott Bloxom, DoD director of compensation.

The bill, passed by both houses of Congress Sept. 22, authorizes a 4.8 percent across-the-board pay raise on Jan. 1, 2000. It also makes pay table reform a reality. Some 75 percent of all service members will receive a further pay raise July 1, 2000.

"The authorization bill is huge in terms of what it will do for our men and women in uniform," Bloxom said.

The changes to basic pay, retirement, fixes to the military pay table and pay raises to DoD civilians total about \$35 billion over the next six years. Bloxom said DoD offi-

"But what's important for service members to remember is not what raise you get on July 1, but the raises you will get if you stay in the service and perform well. Don't look at where you are now, but where you expect to be in five years."

Navy Capt. Elliott Bloxom, DoD director of compensation

cials proposed the military pay "triad" in response to the changing demands of U.S. forces today and the competition DoD faces from a vibrant economy.

"We must adequately compensate the men and women in uniform so they will stay with us, instead of being lured to do something else," he said. Also, more military personnel have achieved higher levels of education than in the past and DoD has to adequately reward them, he added.

The president's budget request — submitted to Congress in February 1999 — con-

tained a 4.4 percent pay raise. However, 4.4 percent is only .1 percent higher than the employment cost index. The ECI is a series of indices that measure employment cost changes in the private sector. One index measures changes in salaries and wages from year to year.

Congress boosted the pay raise to 4.8 percent, making it the military's largest since fiscal 1981. Further, over the next six years, the authorization bill calls for the annual raise to match the ECI plus .5 percent. So, if the

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On the cover

Members of the U.S. delegation to the 1999 World Games participate in opening ceremonies at Zagreb, Croatia. See related story on Page 8. Photo by Jud McCrehin, Army Times Publishing Co. The image is copyrighted and printed with permission.

index is 3.9 percent, for instance, the military raise must be 4.4 percent.

The second pay initiative is pay table reform. First, a little history. The current pay tables have been around since 1949 and few changes have been made since, with the exception of adding E-8 and E-9 pay grades and the chief warrant officer 5 grade. The last two Quadrennial Review of Military Compensation panels recommended pay table reform.

"What this will do is place the emphasis on performance rather than longevity," Bloxom said. "Under the current pay tables only 37 percent of pay raises are tied to promotions and 73 percent to longevity." Reform will make promotions more meaningful and more valuable than simple longevity, he said.

While pay table reform has also been called "targeted pay raises," pay table reform does more. It affects the entire pay table, and the effects are lasting. The July 1 raise should not be considered so much a "raise" as a permanent correction to past distortions in the pay table.

On July 1, 2000, 75 percent of all service members will receive pay raises ranging up to an additional 5.5 percent. With the

4.8 percent pay raise from January figured in, some service members will receive raises totaling 10.3 percent in fiscal 2000.

"This is a one-time pay table adjustment," Bloxom said. "But what's important for service members to remember is not what raise you get on July 1, but the raises you will get if you stay in the service and perform well. Don't look at where you are now, but where you expect to be in five years."

The authorization bill calls for 75 percent of the money devoted to pay table reform to go toward correcting imbalances in the enlisted chart, whereas normally the split occurs on a 66 to 33 percent basis. Some pay cells in the officer chart will see marked raises, but they are the ones "most out of whack," Bloxom said.

Once pay table reform is adopted, 53 percent of the raises service members receive during their careers will occur with promotions vs. 47 percent via longevity. Further, the raises become larger as service members go up the ranks.

"This is a good-news story. Changes in pay and retirement are designed to recognize the sacrifices of our men and women in uniform," said Bloxom.

Navy shifts to winter uniform

The Naval District of Washington shifts to the winter uniform midnight Oct. 12 through April 9, 2000.

The uniform of the day for officers and chief petty officers: Service Dress Blue or Service Khaki (CNY or polywool). The black V-neck sweater or jacket may be substituted for the SDB jacket/blouse.

For grades E-6 and below: SDB or Winter Blue.

The uniform for special events and ceremonies for all grades will be:

Daytime: Prescribed uniform of the day or as directed by host command.

Evening or civilian functions where the dress code is civilian informal: SDB.

Funerals at Arlington National Cemetery: Participants in Full Dress Blue and attendees in SDB unless otherwise prescribed.

Capitol Hill: SDB for official business and for testifying or attending congressional hearings.

For more information, call Petty Officer 1st Class Latresea Woodson at 614-9325.

SECDEF recognizes Clark's contributions to NATO, Operation Allied Force

Secretary of Defense William S. Cohen (left) congratulates Army Gen. Wesley K. Clark, Supreme Allied Commander, Europe and Commander in Chief, U.S. European Command, after presenting him the Defense Distinguished Service Medal at a Pentagon ceremony Sept. 24. The citation stated "...General Clark's leadership and personal demeanor created an atmosphere of cooperation within the North Atlantic Treaty Organization alliance that ensured accomplishment of the largest military and humanitarian operation in Europe since World War II. General Clark's diplomatic, political and military acumen, as well as his personal command presence, was singularly responsible for strengthening the bond of the North Atlantic Treaty organization Alliance as it conducted its first-ever offensive operations. He was the primary warfighting advisor to the Secretary General and the United States Command Authority. As such he provided sound, vital counsel to the Secretary General, the National Command Authority and to his subordinate warfighting commanders. General Clark's decisive leadership and sound policy decisions were clearly manifested in Yugoslavia's acceptance of the brokered peace initiative, which culminated in the complete withdrawal of Yugoslavian armed forces from Kosovo." Clark received the award during a commanders in chief and flag officer conference.



DoD photo by Robert Ward

Navy museum opens early history exhibit to celebrate Bicentennial of Washington Navy Yard

Courtesy of the Navy Museum

In celebration of the Bicentennial of the Washington Navy Yard (1799 to 1999), the Navy Museum opens the exhibit, "Building a Navy Yard in the New Federal Capital," today through Nov. 8.

Focussing on the early history of the Yard, the exhibit traces the most significant events during the early period, in particular the War of 1812 and the burning of the Yard. It examines the origin, early architecture, and the role of the Washington Navy Yard in the development of the U.S. Navy.

The Washington Navy Yard dates back to 1799 when the Secretary of the Navy Benjamin Stoddert wanted a public facility in the nation's capital for naval construction. Slightly more than 37 acres were acquired in the southeast section of Washington, marking the birth of the Washington Navy Yard.

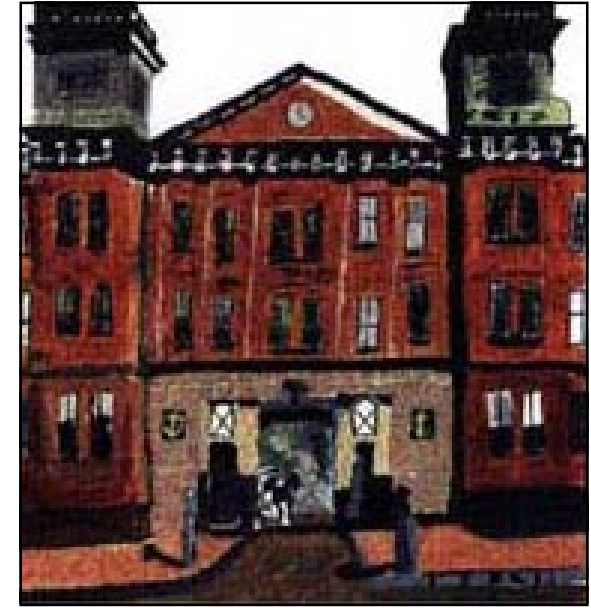
Throughout the next several years, the Washington Navy Yard saw the construction and repair of numerous gunboats and other vessels, which are represented in this exhibit through paintings, models, and blue prints.

The Washington Navy Yard's early history was closely tied to famed architect Benjamin Henry Latrobe. His long association began when he accepted an assignment from President Thomas Jefferson to design a covered dry dock for the Washington Navy Yard to store and preserve the vessels of the U.S. Navy.

Latrobe's original plan never won approval of Congress. The exhibit also highlights Latrobe's other contributions to the Yard, including the main entrance gate he designed that survived the fire of 1814 and is still used today.

The exhibit explores the Washington Navy Yard's role in the War of 1812 and introduces heroes such as Commodore Joshua Barney, who commanded the Chesapeake Flotilla and led his troops in the Battle of Bladensburg. Several of Barney's personal effects are on display to include the bullet that struck him during the fight at Bladensburg.

Also captured by the exhibit is the burning of the Yard in 1814 upon order of Commandant Thomas Tingey to prevent the British from seizing naval ships and ordnance.



Graphic courtesy Military District of Washington

Depiction of the old Washington Navy Yard.

The exhibit is free and open to the public. After Nov. 8, the display moves to the Navy Art Gallery.

The Navy Museum and Navy Art Gallery are located at the Washington Navy Yard, 901 M Street SE.

For more information, call (202) 433-6897.



A U.S. swimmer at the World Games.

Photo by Jud McCrehin, Army Times Publishing Co.

Friendship through sport

J-1 director leads U.S. delegation of the International Military Sports Council

By Tech. Sgt. Anne Proctor
Editor, *J-Scope*

He never realized how gratifying it would be to watch American military athletes represent their country, nor that he'd end up with friends in 40 countries.

Those are some of the perks, Air Force Brig. Gen. Pat Adams, Director, J-1 Personnel, enjoys in his second job as Chief, U.S. Delegation, International Military Sports Council.

Adams has held his post in the council, known as CISM for its French name, Conseil International du Sport Militaire, since 1995.

CISM is the military equivalent of the International Olympic Committee with 122 member nations; the largest military organization in the world weighing in at six times the size of NATO. The worldwide cache of competitors has the fundamental purpose of military to military relations, said Adams. Their motto is "Friendship

through Sport."

"The whole notion is we can promote understanding, an international opportunity for engagement, that uses sports as a common thread. The rules of sports transcend language and culture. Soccer is soccer the world over," said the Cape Girardeau, Mo., native.

Though CISM isn't exactly a common household term to Americans, the organization

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has a far-reaching impact on world events. It takes only a short trip in history to the 1996 Olympic Games in Atlanta to see the quality of CISM competition is near world class. There, military athletes representing their countries won 55 gold medals, 50 silver and 49 bronze medals. At the 1998 Nagano Winter Games, CISM athletes won 37 percent of the 205 medals (25 gold, 24 silver, and 27 bronze).

“In any military Olympic competition today, about one third of the medals go to members of the military. Many people forget international sports competition has historical roots in military organizations; the original marathon was celebrated in ancient Greece,” said the 30-year Air Force veteran who has also served as Chairman of the Armed Forces Sports Council for two years.

But there’s more than going for the gold at CISM events. Military athletes learn about each other’s military culture, lifestyles, customs and religions at mandated “Cultural Days” as well as a closing banquet. “It’s probably the only place where you will see soldiers and



A member of the U.S. delegation competes in the Steeple Chase event (top), and a Golden Knights team member comes in for a landing (right).

officers from North and South Korea sitting across from each other,” said Adams.

While at the 1999 World Games in Zagreb, Croatia, CISM officials and

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Photos by Jud McCrehin, Army Times Publishing Co.



Photo by Air Force Brig. Gen. Pat Adams

The Croatian Tomb of the Unknowns

delegates from all the participating countries paid military honors to Medvedgrad, Croatia's equivalent to America's Tomb of the Unknowns, said Adams. Medvedgrad is a 13th century fortress located on the southern side of Mount Medvednica above Zagreb that was restored after Croatia gained its independence from Bosnia in 1991. Medvedgrad houses the Altar of the Homeland, to include an eternal flame honoring all of those whom died for Croatia's freedom.

The military athletes were housed not by country but by sport and the camaraderie it produced was astounding, said Adams. "They ate, slept, and competed together. The longer they were there, the more camaraderie there was. It was so gratifying to see the basketball players of Belgium, who were eliminated in the first round, at subsequent games cheering for sportsmanship and excellent play."

Other military-to-military contacts included

a formal pass in review with all 78 countries at the opening ceremonies as well as event-specific awards ceremonies.

America's 275 military athletes fared well at the 1999 Military World Games bringing home 29 medals and finished seventh overall out of 78 countries, "Not a shabby standing at all," said Adams.

While CISM is truly an international organi-
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zation with delegates and general assemblies, Adams points out the United States' role in CISM is important from a historical perspective - it's founder was Army Gen. John J. "Black Jack" Pershing, commander of the Allied Expeditionary Forces.

"In the aftermath of World War I there were large Army garrisons occupying Europe. Pershing proposed the idea of intramural sports, for "best in Army Europe," and then competitions between the armies of the victorious nations.

"There were these large groups of people and what do you do with them if you aren't conducting combat operations? You do calisthenics. Organize training. Have sports. Sports are one of the traditional great outputs of wholesome morale building activities. If you don't make the team then you can go and cheer the team on."

Pershing's inter-allied sports council was the predecessor to the International Sports Council founded by France, the Netherlands, Belgium, Luxemburg, and Denmark in 1948. Due to the strain of the Cold War, the United States didn't sign on until 1951, said Adams. But CISM's biggest growth came when the Berlin Wall and former Soviet Union collapsed in 1989. "When the wall came down, there was a mirror organization from the Warsaw Pact to CISM," said Adams. "In the next few years as the coun-



Photo by Air Force Brig. Gen. Pat Adams

The restored Medvedgrad fortress serves as the national symbol of freedom.

tries emerged from the old Soviet Union they joined CISM."

Today CISM promotes military-to-military contacts by staging more than 124 sanctioned international and regional competitions yearly in 37 Olympic and military sports involving more than 16,000 athletes, coaches and support people across the globe. The World Games are every four years and during the other three years championships are held. "One week the CISM flag goes up at Fort Hood, Texas, and the U.S.

hosts the basketball championship. The CISM flag goes down and then up the next week at Cameroon for cross-country racing," said the general.

Adams admits he's going to miss his CISM post when he retires in December. "It's been fascinating and an adventure. The whole thing gets under your skin and sticks. More broadly I've had the chance to watch Soldiers, sailors, Marines, airmen and coastguardsmen represent their country and do it extraordinarily well."

News briefs

Last order for JCS clothes, mugs

The deadline for ordering JCS clothes and glassware has been extended to today, Oct. 1. See clothing in Room 2E979, or glassware in Room 2D922 or call 695-4240.

NCR Navy birthday bash

The 1999 National Capitol Region Navy Birthday Celebration is Oct. 9 at the Crystal Gateway Marriott. Cocktails are at 6 p.m. Uniform for grades O-4 and above is the dinner dress white jacket, for grades O-3 and below the service dress white, and equivalent for civilians. Tickets are \$40 for general officers and SES; \$30 for grades O-1 to O-6 and civilian grades GS-10 to GS-15; and \$20 for grades E-1 to E-9 and civilian grades GS-1 to GS-9. For more information, call Lt. j.g. Will

Martin at (202) 433-3863.

United Hispanic celebration

The Armed Forces Hispanic Associations of the National Capitol Region presents a United Hispanic Celebration Dance Oct. 16 from 9 p.m. to 1 a.m. at the Andrews AFB Base Hangar No. 3. Tickets are \$15 in advance and \$20 the day of the event. For more information, call Ruben Gonzalez at (202) 404-6265.

JS enlisted council meets

The Joint Staff Enlisted Council October meets Oct. 7 from 10:30 to 11:30 a.m. in Room 2E1010. The JSEC is seeking increased participation and ideas for the upcoming holiday season. For more information, call Chief Petty Officer Doug Wright at 695-6375.

Enlisted Encounter with Senior Leaders

Guest speaker
Gen. Michael E. Ryan
Air Force Chief of Staff

Oct. 8 at 2 p.m.
Pentagon Auditorium Room 5A1070
Uniform of the day

Open to all enlisted personnel
Refreshments provided

*Sponsored by the Air Force Pentagon Enlisted Council
and the Washington Area Top III*

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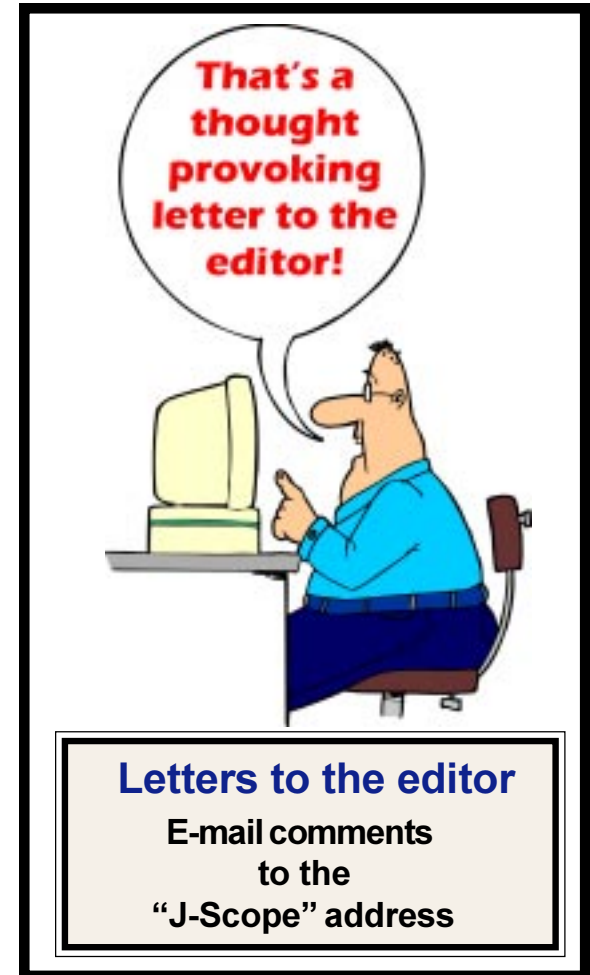
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*Photo by Mamie Burke*

Retirement

Air Force Maj. Gen. Robert McIntosh, Assistant to the Chairman for Reserve Matters (left), presents the Defense Superior Service Medal to Marine Lt. Col. Bert Tussing, Deputy Legislative Assistant to the Chairman during a retirement ceremony Sept. 21. The ceremony was co-hosted by retired Marine Brig. Gen. Granville R. Amos III. Tussing's guests included his wife Dianne; daughters, Amber and Crystal; mother-in-law, Sherry Day; and uncle and aunt, Mr. and Mrs. Robert Tussing.

*Courtesy photo*

Promotion, farewell

Air Force Gen. Joseph Ralston, Vice Chairman of the Joint Chiefs of Staff (right) promotes Air Force Col. Bob DuLaney, Assistant Deputy Director, J-38 Current Operations, to the rank of brigadier general during a farewell ceremony Sept. 22. DuLaney's wife, Pam helped pin on the rank. He also received the Defense Superior Service Medal. DuLaney's guests included his sons, Travis and Trey; father, Bob DuLaney; and mother, Thelma Cariker.

Spotlight



Photo by Tech. Sgt. Mike Saltzman

Name: Cryptologic Technician Communications 2nd Class Christopher Texada

Organization: J-2 National Intelligence Support Team

Duty title: Systems Noncommissioned Officer

Time in service: 6.5 years

Hometown: Lefayette, La.

Family: Wife, Janna

Hobbies: Restoring classic jeeps, hunting, and crisis intelligence operations

Most embarrassing moment: Saying "HUUAA" one day and my Marine major correcting me with "OORAA"

Favorite duty station: J-2 NIST

Career Highlights: Deploying this year to NIST Tirana, Albania and Kosovo

Each directorate of the Joint Staff has one or more individuals assigned the additional duty of Unit Public Affairs Representative or UPAR. The UPAR's job is to help tell the story for that organization by reporting news about unit and individual activities and achievements to the *J-Scope*. UPARs also process Hometown News Release forms, assist with publicity for special events, and identify story ideas for future publication.

Contact your assigned UPAR if you have a story to tell, have won an award, been promoted, or need to publicize a special event.

UPAR quick reference list

<u>Unit</u>	<u>Name</u>	<u>Phone</u>
DOM	Air Force Master Sgt. Eric M. Harrell	695-2000
J-1	Army Lt. Col. Kerry C. Allen	697-9644
J-2	Air Force Tech. Sgt. Michael Saultzman	697-9773
J-3	Army Sgt. 1st Class Paula E. Davis	695-8116
J-4	Air Force Master Sgt. Mike Martin	614-1774
J-5	Army Lt. Col. C.T. Taylor	697-3794
J-6	Air Force Master Sgt. Vincent R. Johnson	695-7879
J-7	Air Force Senior Master Sgt. Rick Haney	695-7920
J-8	Air Force Master Sgt. Kerry G. Dugue	695-5632

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Tech. Sgt. Anne M. Proctor

Graphics

**Army Visual Information Center
Joint Visual Information Services**

outside the **Beltway**

Academy cadets parachute into Air Expo

A member of the Wings of Blue parachute demonstration team glides into the Charleston Air Force Base, N.C., annual Air Expo, Sept. 26, to present the U.S. Flag. The members of the Wings Of Blue are cadets at the Air Force Academy Colorado Springs, Colo.



Photo by Senior Airman Wendy Vega